

PLC Activity: Understanding Emotions in Teacher Collaboration



This PLC activity is grounded in the CARES competencies, especially **cooperation, assertiveness, responsibility, empathy and self-control**. By engaging in these reflective practices, teams not only improve their emotional intelligence but also enhance collaboration and create a more supportive and emotionally aware school culture.

Opening Reflection (10 minutes)

Foster **Assertiveness** and **Empathy** by encouraging teachers to reflect on their own emotional experiences in team settings.

1. Reflect on the following questions

- How do emotions show up in your team meetings or collaborative work?
- What emotions do you often experience (e.g., frustration, excitement, stress, pride)?
- How do your emotions influence how you interact with colleagues?
- How do your emotions impact team dynamics or decision-making?

Emotion Mapping Activity (15 minutes)

Develop **Assertiveness** and **Self-Control** by recognizing emotional fluctuations during team interactions and understanding how these emotions influence behavior.

1. Create an Emotion Map

- Label the horizontal axis with stages of a typical team meeting (e.g., beginning, middle, end).
- Label the vertical axis with emotional intensity (e.g., low to high).

2. Plot your emotions during a recent team meeting. Reflect on emotions like stress, excitement, frustration, or calm.

3. Reflect on the following questions

- How did these emotions impact your behavior?
- How might these emotional moments have influenced your interactions with others?
- Were there moments where you felt your emotions were well-managed or unregulated?

Empathy Mapping Activity (15 minutes)

Foster **Empathy** by encouraging teachers to reflect on the emotional landscape of a colleague and how understanding their feelings can improve collaboration.

1. Create an Empathy Map for a colleague: Write their name at the center of the map.

- **Needs:** What do they need emotionally to feel supported or engaged? (e.g., validation, clearer expectations)
- **Strengths:** What emotional strengths do they bring to the team? (e.g., calmness under pressure, creativity)

2. Reflect and discuss:

- How can better understanding this colleague's emotions help improve your teamwork?
- What specific actions can you take to support your interactions with them more?

Group Discussion and Reporting Back (5–10 minutes)

Practice in **Cooperation** and **Responsibility** by collaboratively discussing insights and action steps, fostering a shared commitment to improving emotional awareness and team dynamics.

1. Discuss in your team

- What patterns did you notice about how emotions show up in your team's interactions?
- How can understanding each other's emotional needs improve collaboration?
- What strategies can you implement to support each other emotionally during team meetings?

2. Action Steps

- Agree on 2–3 concrete actions your team can take to manage emotions in team meetings better.

